

Hiring Young Adults with Disabilities

Myths and Facts about Workers with Disabilities

Myth: Disability accommodations are expensive

Fact: Most employers report incurring little to no cost for accommodations for employees with disabilities.

Myth: Employees with disabilities are less reliable than other employees

Fact: Employees with disabilities have the same absentee and sick rates as non-disabled employees. Industry reports consistently rate workers with disabilities as average or above average in performance, quality and quantity of work, flexibility to demands, attendance and safety.

Myth: Employees with disabilities are less productive than other employees

Fact: A May, 2002 VCURRTC National Research Study of Employer's Experiences found that employees with disabilities are as capable and productive (timeliness, punctuality, task consistency & work speed).

Employer Resources for Hiring Workers with Disabilities

- The Virginia Department of Aging and Rehabilitative Services (DARS) offers free disability awareness training seminars and free recruitment services to employers interested in hiring workers with disabilities (www.vdars.org)
- The Virginia Business Leadership Network provides information, networking and support to Virginia employers interested in hiring workers with disabilities (www.vabln.org)
- The Job Accommodation Network (JAN) provides free disability accommodation consultation services for employers, including accommodation ideas, product vendors, referral to other resources, and ADA compliance assistance (www.askjan.org)
- The Employer Assistance Resource Network (EARN) provides technical assistance for employers related to recruiting, hiring and promoting employees with disabilities. EARN also manages the Workforce Recruitment Program which connects employers to a database of college students and recent graduates with disabilities seeking summer internships or permanent employment (www.askEARN.org)
- Employers may be eligible for tax credits related to hiring workers with disabilities, work place accommodation costs, and accessibility costs. Information is available from the Internal Revenue Service (IRS), the Mid-Atlantic ADA Center, and JAN

Information gathered from:

Employer Assistance Resource Network (www.askEARN.org)

Job Accommodation Network (www.askJAN.org)

Mid-Atlantic ADA Center (<http://www.adainfo.org>)

Office of Disability Employment Policy (ODEP), US Department of Labor (www.dol.gov/odep)

US Business Leadership Network (www.usbln.org)

Virginia Department of Aging and Rehabilitative Services Business and Staffing Services (www.vadrs.org)

Virginia Department for the Blind and Vision Impaired (<http://www.vdbvi.org>)

Virginia Business Leadership Network (www.vbln.org)

Internal Revenue Service, <http://www.irs.gov/Businesses/Small-Businesses-&Self-Employed/Tax-Benefits-for-Businesses-Who-Have-Employees-with-Disabilities>. Retrieved 9/25/12

Job Accommodation Network (Original 2005, Updated 2007, Updated 2009, Updated 2010, Updated 2011, Updated 2012). *Workplace accommodations: Low cost, high impact*. Retrieved 9/25/12, from <http://AskJAN.org/media/LowCostHighImpact.doc>

Virginia Commonwealth University, Rehabilitation Research & Training Center on Workplace Supports and Job Retention. *The Realities of Hiring People with Disabilities*. Retrieved 9/25/12 from <http://www.worksupport.com/research/viewContent.cfm/589>

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